



# HEAPY

## BENEFITS

### OVERVIEW

HEAPY is committed to ensuring wellness for all colleagues. We are proud to offer the following comprehensive benefits package to you and your family. If you have any questions about any of the benefits provided, please contact Casey Huynh at (937)224-0861 or [cjhuynh@heapy.com](mailto:cjhuynh@heapy.com).





\*Wellness benefits are meant to promote life-work harmony, all full-time colleagues are immediately eligible.

# WELLNESS BENEFITS

## ◆ **Open PTO & Paid Sick Leave**

Take the time you need for personal, vacation, or sick leave. Time off should be coordinated with your supervisor to ensure team and project needs are met.

## ◆ **Wellness Break**

To promote life-work harmony, all HEAPY offices close the last week of December (dates may vary), providing colleagues with a dedicated time to recharge and spend with loved ones.

## ◆ **Parental Leave**

Both parents are eligible for up to four weeks of 100% paid leave following the birth or adoption of a child. This leave is in addition to any Short-Term Disability (STD) benefits that may apply.

## ◆ **Professional Development Hours**

HEAPY encourages continuous learning by offering dedicated hours for professional development, including attending industry conferences, obtaining certifications, or participating in job-related training programs when they are aligned with professional development.

## ◆ **Community Involvement Hours**

Colleagues are encouraged to give back to their communities through volunteer work. HEAPY provides designated hours for colleagues to engage in charitable or service-oriented activities during work hours.

## ◆ **Employee Assistance Program (EAP)**

The EAP offers confidential support services, including mental health, counseling, financial advice, legal assistance, and other resources to help colleagues and their families navigate personal and professional challenges.

## ◆ **Flexible Work Hours**

HEAPY supports life-work harmony by offering flexible work schedules. Colleagues can adjust their hours to accommodate personal commitments while ensuring team and project needs are met.

## ◆ **Dress For Your Day**

Colleagues have the flexibility to dress appropriately for their workday. Whether business casual or more formal attire is needed depends on scheduled meetings, client interactions, and workplace settings.

## ◆ **8 Paid Holidays**

New Years' Day, Memorial Day, 4th of July, Labor Day, Thanksgiving, Black Friday, Christmas Eve, Christmas Day

# HEALTH BENEFITS

## Medical (Self-Insured with UMR)

### ◆ Three plan options: Green650, Blue2000, Orange3500

- Green650 Plan: Individual Deductible: \$650 | Family Deductible: \$1,300
- Blue2000 Plan: Individual Deductible: \$2,000 | Family Deductible: \$4,000
- Orange3500 Plan: (High Deductible Health Plan - HSA eligible): Individual Deductible: \$3,500 | Family Deductible: \$7,000
- **Spousal Exclusion** - If your spouse is eligible for medical coverage through their employer, they must enroll in at least single coverage with their employer.

### ◆ Dental (Delta Dental)

- Core Plan: Preventative, basic, and major services.
- Enhanced Plan: Higher coverage for basic/major services + \$1,000 orthodontia allowance (up to age 19).

### ◆ Flexible Spending Accounts (Navia Benefits Solutions)

- Healthcare FSA: \$3,400 annual max (up to \$680 roll over)
- Limited FSA: For dental and vision expenses (if enrolled in a high deductible health plan)
- Dependent Care FSA: \$7,500 max (no rollover)

### ◆ Health Savings Account (Navia Benefits Solutions) (For Orange 3500 enrollees)

- Individual Contribution Max: \$4,400 | Family Contribution Max: \$8,750 (all unused funds roll over)
- Additional \$1,000 contribution allowed if age 55+.

### ◆ Vision (EyeMed)

- Coverage includes exams, lenses, frames, and contacts.

### ◆ Teladoc and Prescription Drug Coverage

## Eligibility

\*Eligibility – Colleagues are eligible to participate in all benefits the first of the month following 30 days of employment.



# VALUE-ADDED BENEFITS

## ◆ 401K Savings Plan (Transamerica)

- Automatic enrollment at 3%.
- 100% vested, no deferral max beyond IRS limits.
- Must be 21+ to be eligible.
- Annual employer contribution of 3-5%, based on W-2 earnings.  
\*Employer contribution is discretionary based on individual and company performance.

## ◆ Company Bonuses

- Discretionary, based on individual and company performance.
- Bonuses may be 10-15% of base compensation. The actual bonus amount, if any, is determined by a number of factors and is at the company's sole discretion.
- Eligibility for a first-year bonus requires a hire date prior to October 1. Meeting this requirement does not ensure payment.
- Bonuses are not guaranteed for any colleague. The company reserves the right to modify or discontinue the bonus program at anytime.

## ◆ \$600 Wellness Benefit

- Paid out in two installments of \$300 in March and September.
- Offers colleagues the flexibility to purchase or offset any wellness related costs to boost their wellbeing.

## Voluntary Coverage Options

### ◆ Accident Insurance (The Standard)

- Cash benefits for covered injuries, including ER visits, fractures, and hospital stays.

### ◆ Critical Illness Insurance (The Standard)

- Cash payouts for major health events (heart attack, stroke, cancer, organ failure, etc.).

### ◆ MetLife Legal

- It's like having a lawyer on retainer, ready to assist with 80+ legal matters you may face, at a fraction of the cost.

### ◆ Aura identity Theft Protection

- Identify theft monitoring and restoration for you and your family. Credit monitoring, password protection and more!

## Life & Disability Insurance (The Standard)

### ◆ Basic Life and AD&D Insurance

Provided by HEAPY

- \$50,000 for full-time colleagues, \$10,000 for spouses, \$1,000 for qualifying children.

### ◆ Voluntary Life Insurance

- Colleague: Up to \$500,000 (Guaranteed Issue: \$150,000)
- Spouse: Up to \$250,000 (Guaranteed Issue: \$30,000)
- Child: Up to \$10,000 (Guaranteed Issue: \$10,000)

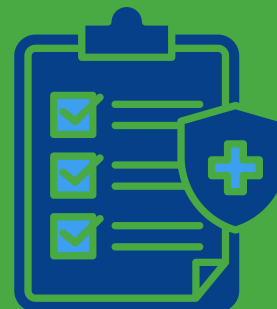
### ◆ Short-Term Disability

- Provided by HEAPY. Covers 100% of salary up to 90 days.

### ◆ Long-Term Disability

- Provided by HEAPY. Begins after 90 days, covers 60% of income up to \$10,000 per month.

\*This document provides an overview of benefits offered to HEAPY colleagues. Please refer to individual plan documents for detailed information on coverage, eligibility, and enrollment. Contact HR for any additional questions.



# HEALTH BENEFIT RATE BREAKDOWNS

## Blue2000

WELLNESS RATES		BI-WEEKLY PREMIUM
TIER		
Employee only		\$29.20
Employee + Spouse		\$77.56
Employee + Children		\$59.38
Family		\$110.81
STANDARD RATES		BI-WEEKLY PREMIUM
TIER		
Employee only		\$98.43
Employee + Spouse		\$146.79
Employee + Children		\$128.61
Family		\$180.04

## Green650

WELLNESS RATES		BI-WEEKLY PREMIUM
TIER		
Employee only		\$56.45
Employee + Spouse		\$118.67
Employee + Children		\$103.87
Family		\$163.91
STANDARD RATES		BI-WEEKLY PREMIUM
TIER		
Employee only		\$125.68
Employee + Spouse		\$187.90
Employee + Children		\$173.10
Family		\$233.14

## Orange3500

WELLNESS RATES		BI-WEEKLY PREMIUM
TIER		
Employee only		\$14.05
Employee + Spouse		\$42.10
Employee + Children		\$30.95
Family		\$60.14
STANDARD RATES		BI-WEEKLY PREMIUM
TIER		
Employee only		\$83.28
Employee + Spouse		\$111.33
Employee + Children		\$100.18
Family		\$129.37

\*All new colleagues automatically qualify for the wellness discounted rates.

## Dental

TIER	BI-WEEKLY PREMIUM	
	CORE	ENHANCED
Employee	\$1.86	\$4.38
Employee + One	\$14.91	\$18.62
Family	\$33.23	\$46.24

## Vision

TIER	BI-WEEKLY PREMIUM
Employee	\$2.30
Employee + Spouse	\$4.30
Employee + Children	\$5.03
Family	\$6.97